

Teacher and School Leader Incentive Program

Invitational Webinar

February 10, 2017



Working Together for Student Success

TSL Grant Overview

- New US Department of Education competitive grant program
- Builds on the former Teacher Incentive Fund (TIF) program
- Promotes Human Capital Management Systems (HCMS) and Performance-Based Compensation Systems (PBCS) for teachers and leaders
- Aims to drive improvements in the LEA's HCMS for increased student achievement and growth in high-need schools (50%+ federal poverty)



Timeline (*tentative*)

- ***February 24th***: LEAs submit **Letter of Intent** and **Applicant Checklist** (templates provided)
- ***March 1st***: IDOE/CELL conduct readiness interviews
- ***March 24th***: IDOE/CELL submit application with LEA input



Fiscal Impact

- ***Available Funds (estimated):*** \$105,000,000 - \$110,000,000
- ***New Awards:*** 15-20
- ***Range of Awards (estimated):*** \$500,000 - \$12,000,000 for first year



Eligibility and Commitment

- Majority of LEA's schools are "high-need", based on 50%+ enrollment from low-income families
- Stakeholder commitment to adjusting already-existing HCMS that inform recruitment, hiring, placement, and retention, and PBCS that differentiate levels of compensation
- Recruitment and retention needs that impact equitable access gaps



Next Steps

- Letter of Intent
- Applicant Checklist
- Readiness interview



RE: TSL Intent to Apply to
cbeatson@doe.in.gov

Implementation team

Superintendent
Human resources
Curriculum and instruction
Principal
Teacher
Association representative

Evidence of practices

HCMS and PBCS
Partnerships



Letter of Intent

- Letterhead
- LEA information
- Interest
- Commitment



Dr. Jennifer McCormick
Superintendent of Public Instruction

Working Together for Student Success

February 10, 2017

Caitlin Beatson
Indiana Department of Education
Office of Educator Effectiveness
115 W Washington St.
South Tower, Suite 600
Indianapolis, IN 46204

Dear Ms. Beatson:

This letter serves as notification of School Corporation XYZ's interest in working with the IDOE and CELL to participate in the TSL grant. Located in a small rural town, School Corporation XYZ has struggled in recent years with the recruitment and retention of excellent educators. We are committed to a collaborative effort that involves both teachers and leaders in making systems-level changes to our human capital management and performance-based compensation systems in order to attract, support, and advance educators to drive achievement and growth of our students from low-income families.

Sincerely,

Dr. ABC
Superintendent
docalpha@XYZ.k12.in.us
(555) 123-4567



Applicant Checklist

- Students
 - Enrollment
 - Free/reduced-price lunch
- Teachers
 - Experience
 - Effectiveness
 - Emergency permit
 - Attrition
- HCMS and PBCS

Teacher and School Leader Incentive Program
Applicant Checklist

Please complete the checklist below to demonstrate eligibility and need.

LEA Information	
<input type="checkbox"/> School corporation name	
<input type="checkbox"/> School corporation number	
Student Information	
<input type="checkbox"/> Enrollment <i>What is the total student enrollment?</i>	
<input type="checkbox"/> Free/reduced-price lunch <i>What is the poverty level of each school? Please list each school within the LEA followed by the percentage of students receiving free or reduced-price lunch.</i>	
Teacher Information	
<input type="checkbox"/> Experience <i>What percentage of teachers have 0 or 1 years of experience?</i>	
<input type="checkbox"/> Effectiveness <i>What percentage of teachers were rated Effective or Highly Effective for SY 2015-16?</i>	
<input type="checkbox"/> Emergency permit <i>What percentage of teachers holds an emergency permit? (if applicable)</i>	
<input type="checkbox"/> Attrition <i>What is the teacher attrition rate? Please indicate the percentage of teachers serving in the LEA in SY 2015-16 that were no longer serving in the LEA in SY 2016-17.</i>	
Systems Information	
<input type="checkbox"/> Human capital management <i>What staff performance evaluation model do you currently use? How many years have you been implementing this model? What percentage of a teacher's evaluation is based on student achievement and/or growth? What percentage of leader's evaluation is based on student achievement and/or growth?</i>	
<input type="checkbox"/> Performance-based compensation <i>What factors does your compensation model incorporate?</i>	



Questions & Contact

Caitlin Beatson

Senior Specialist, Office of Educator Effectiveness

cbeatson@doe.in.gov

<http://www.doe.in.gov/evaluations/performance-based-awards>

